

November 20, 2015

REGULAR MEETING MINUTES
ILLINOIS CIVIL SERVICE COMMISSION
November 20, 2015

I. CALL TO ORDER THE REGULAR OPEN MEETING AT 11:03 A.M. AT 160 NORTH LASALLE STREET, SUITE S-901, CHICAGO, ILLINOIS

II. PRESENT

Fredrick H. Bates, Chairman; Anita M. Cummings, Susan Moylan Krey, William A. Schroeder (by telephone), and Casey Urlacher, Commissioners; Daniel Stralka, Executive Director; Andrew Barris, Assistant Executive Director; Meredith Krantz, Roneta Taylor (by telephone), Sherry Campbell (by telephone), and Mike Quinlan (by telephone), Illinois Dept. of Central Management Services; Michael Hoffman, Illinois Department of Commerce and Economic Opportunity; LaShonda Hunt and Karey Wanless (by telephone), Illinois Department of Corrections; John Maki, Luz Agosto, and Lisa Stephens (by telephone), Illinois Criminal Justice Information Authority; James Joseph, Illinois Emergency Management Agency; Garth Madison (by telephone) and Lori Tinsley (by telephone), Illinois Historic Preservation Agency; Khari Hunt, Heidi Guernsey (by telephone), Melissa Wright (by telephone), and Scott Viniard (by telephone), Illinois Department of Human Services; Jayme Odom and Lydia Mills (by telephone); Illinois State Lottery; and Julie Moscardelli (by telephone) and Beth Duesterhaus (by telephone), Administrative and Regulatory Shared Services Center.

MOTION TO ALLOW PARTICIPATION AT MEETING BY AUDIO CONFERENCE

Executive Director Daniel Stralka advised that he had been notified in advance that Commissioner William Schroeder was prevented from physically attending the November 20, 2015 meeting at the Commissioner's Chicago office due to family or other emergency and wished to attend by audio conference.

IT WAS MOVED BY COMMISSIONER URLACHER, SECONDED BY COMMISSIONER CUMMINGS, AND THE MOTION ADOPTED 3-0 TO ALLOW COMMISSIONER SCHROEDER TO ATTEND THE MEETING BY TELEPHONE.

III. APPROVAL OF MINUTES OF REGULAR OPEN MEETING HELD OCTOBER 16, 2015

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 4-0, TO APPROVE THE MINUTES OF THE REGULAR OPEN MEETING HELD ON OCTOBER 16, 2015.

IV. PUBLIC COMMENT IN ACCORDANCE WITH THE OPEN MEETINGS ACT

At this time, in accordance with the Open Meetings Act and the Rules of the Civil Service Commission, Executive Director Daniel Stralka offered an opportunity for any person to address members of the Commission. Hearing no response, the meeting proceeded to the next agenda item.

V. EXEMPTIONS UNDER SECTION 4d(3) OF THE PERSONNEL CODE

A. Report on Exempt Positions from Department of Central Management Services

<u>Agency</u>	<u>Total Employees</u>	<u>Number of Exempt Positions</u>
Aging.....	147	18
Agriculture.....	366	20
Arts Council.....	11	2
Capitol Development Board.....	48	0
Central Management Services.....	1,423	120
Children and Family Services	2,603	49
Civil Service Commission	4	0
Commerce & Economic Opportunity	307	69
Commerce Commission.....	66	0
Corrections.....	11,767	98
Criminal Justice Authority	52	6
Deaf and Hard of Hearing Comm.....	7	1
Developmental Disabilities Council	9	1
Emergency Management Agency	80	6
Employment Security	1,210	32
Environmental Protection Agency.....	733	18
Financial & Professional Regulation	441	49
Gaming Board.....	169	6
Guardianship and Advocacy	101	8
Healthcare and Family Services	2,013	26
Historic Preservation Agency.....	161	15
Human Rights Commission	14	2
Human Rights Department.....	129	9
Human Services	13,393	76
Illinois Torture Inquiry Relief Commission	2	1
Independent Tax Tribunal	1	0
Insurance	254	16
Investment Board	3	2
Juvenile Justice	1,056	25
Labor	90	11
Labor Relations Board Educational	9	2
Labor Relations Board State	14	2
Law Enforcement Training & Standards Bd.	18	2
Lottery.....	137	7
Military Affairs	127	3
Natural Resources	1,248	31
Pollution Control Board.....	19	2
Prisoner Review Board.....	20	0
Property Tax Appeal Board.....	33	1
Public Health.....	1,152	41
Racing Board	2	1
Revenue.....	1,644	54
State Fire Marshal	123	12
State Police	1,081	10
State Police Merit Board.....	6	2
State Retirement Systems.....	102	3
Transportation	2,269	0
Veterans' Affairs.....	1,380	10
Workers' Compensation Commission	123	11
TOTALS	46,167	880

B. Governing Rule – Section 1.142 Jurisdiction B Exemptions

- a) The Civil Service Commission shall exercise its judgment when determining whether a position qualifies for exemption from Jurisdiction B under Section 4d(3) of the Personnel Code. The Commission will consider any or all of the following factors inherent in the position and any other factors deemed relevant to the request for exemption:
 - 1) The amount and scope of principal policy making authority;
 - 2) The amount and scope of principal policy administering authority;
 - 3) The amount of independent authority to represent the agency, board or commission to individuals, legislators, organizations or other agencies relative to programmatic responsibilities;
 - 4) The capability to bind the agency, board or commission to a course of action;
 - 5) The nature of the program for which the position has principal policy responsibility;
 - 6) The placement of the position on the organizational chart of the agency, board or commission;
 - 7) The mission, size and geographical scope of the organizational entity or program within the agency, board or commission to which the position is allocated or detailed.

- b) The Commission may, upon its own action after 30 days notice to the Director of Central Management Services or upon the recommendation of the Director of the Department of Central Management Services, rescind the exemption of any position that no longer meets the requirements for exemption set forth in subsection (a). However, rescission of an exemption shall be approved after the Commission has determined that an adequate level of managerial control exists in exempt status that will insure responsive and accountable administrative control of the programs of the agency, board or commission.

- c) For all positions currently exempt by action of the Commission, the Director of Central Management Services shall inform the Commission promptly in writing of all changes in essential functions, reporting structure, working title, work location, position title, position number or specialized knowledge, skills, abilities, licensure or certification.

- d) Prior to granting an exemption from Jurisdiction B under Section 4d(3) of the Personnel Code, the Commission will notify the incumbent of the position, if any, of its proposed action. The incumbent may appear at the Commission meeting at which action is to be taken and present objections to the exemption request.

(Source: Amended at 34 Ill. Reg. 3485, effective March 3, 2010)

* * *

C. Requests for 4d(3) Exemption

Executive Director Daniel Stralka reported the following:

- As to Item C, this is a request for the Director of the Illinois Targeted Violence Prevention Program at the Criminal Justice Information Authority (CJIA), a position that reports to the Executive Director. This position was continued since the September meeting for the agency to provide information about the nature of the program. That was finally submitted to the Commission and it indicates this is a program with its roots in the U.S. Department of Homeland Security. This program is part of a broader program to empower local authorities in the fight to prevent violent extremism. The Governor's Homeland Security Advisor has recommended that this program be housed in CJIA. For these reasons, Staff recommended approval of this request. Director John Maki concurred with this summary. Commissioner Cummings inquired about the vacant exempt positions at the CJIA. The Director indicated that they will be filled shortly, especially in light of recent events.
- As to Item D, this is a request to reestablish the exemption for the Division Manager of Historic Sites at the Illinois Historic Preservation Agency (IHPA), a position that reports to the agency Director. This position was initially granted an exemption in 2011; had its exemption rescinded at the request of the agency in 2013; and is now seeking to reestablish it. The position has principal policy responsibility for 56 historic sites and monuments throughout the State of Illinois. There has been no material change to its responsibilities since first granted an exemption. For these reasons, Staff recommended approval of this request.
- As to Item E, this is a request for a Chief Legal Officer at IHPA, a position that reports to the agency Director. This position has principal policy responsibility for all legal activities affecting the agency. The Commission has traditionally approved such requests so Staff recommended approval of this request. Commissioner Cummings inquired about the position's status, and Lori Tinsley indicated it has been filled provisionally.
- As to Item F, this is a request for a Legislative Liaison position at the Department of the Lottery, a position that reports to the Communications Director who reports to the Director. This position will regularly communicate in the course of their employment with members and staff of the General Assembly for the purpose of influencing legislative action. This will be the only exempt Legislative Liaison at the Lottery and the agency indicated that should be a sufficient number. For these reasons, Staff recommended approval of this request. Commissioner Cummings inquired if the position was presently vacant. Jayme Odom indicated it would be filled. Commissioner Urlacher asked for clarification that the agency was seeking one such position and Jayme Odom confirmed that.

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0, TO GRANT THE EXEMPTION REQUESTS FOR THE FOLLOWING POSITIONS:

- C: Director-Targeted Violence Prevention Program (Illinois Criminal Justice Information Authority)**
- D: Manager of Historic Sites (Illinois Historic Preservation Agency)**
- E: Chief Legal Counsel (Illinois Historic Preservation Agency)**
- F: Legislative Liaison (Lottery)**

The following 4d(3) exemption requests were granted on November 20, 2015:

C. Illinois Criminal Justice Information Authority

Position Number	40070-50-05-700-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Targeted Violence Prevention Program
Functional Title	Director-Targeted Violence Prevention program
Incumbent	Vacant
Supervisor	Executive Director
Location	Cook County

D. Illinois Historic Preservation Agency

Position Number	4007-48-20-000-00-01 ¹
Position Title	Senior Public Service Administrator
Functional Title	Manager of Historic Sites
Incumbent	Vacant
Supervisor	Deputy Director who reports to the Director
Location	Sangamon County

E. Illinois Historic Preservation Agency

Position Number	40070-48-00-400-00-01
Position Title	Senior Public Service Administrator
Functional Title	Chief Legal Counsel
Incumbent	Garth Madison
Supervisor	Director
Location	Sangamon County

¹ Exemption was granted December 16, 2011 and rescinded for extended vacancy on February 15, 2013.

F. Illinois Department of Lottery

Position Number	37015-45-04-200-00-01
Position Title	Public Service Administrator
Functional Title	Legislative Liaison
Incumbent	Vacant
Supervisor	Communications Director who reports to the Director
Location	Sangamon County

G. Proposed Rescissions in accordance with Section 1.142(b) of the Rules of the Civil Service Commission

As to the proposed rescissions, Executive Director Stralka noted that the details regarding these proposed rescissions are included on the agenda. It is Commission Staff's position that an adequate level of managerial control would exist in exempt status for all these proposed rescissions.

- The Staff's concerns surrounding Items G10 and G11 were resolved or otherwise disposed of prior to the meeting. Therefore, the Staff recommendation was to deny the rescission of these items.

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO DENY THE RESCISSION OF 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

G10: IOCI Media Administrator – Publications (Central Mgmt. Services)

G11: IOCI Media Administrator – Visual Media (Central Mgmt. Services)

- The respective agencies indicated that they have no objection to the rescissions of Items G4, G5, G6, G7, G8, G9, G14, G15, G17 and G19. Therefore, the Staff recommendation was to rescind the 4d(3) exemption for these items.

IT WAS MOVED BY COMMISSIONER SCHROEDER, SECONDED BY COMMISSIONER KREY, AND THE MOTION ADOPTED 5-0 TO RESCIND THE 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

G4: Statewide Print Manager (Central Management Services)

G5: BCCS, Agency Relations Manager (Central Management Services)

G6: IOCI Media Administrator – Manager (Central Management Services)

G7: IOCI Media Administrator – DCEO (Central Management Services)

G8: IOCI Media Administrator – DNR (Central Management Services)

G9: IOCI Media Administrator – EPA (Central Management Services)

G14: Director, Governor's Office of New Americans (Human Services)

G15: Immigrant Welcoming Center (Human Services)

G17: Legislative Liaison (Public Health)

G19: Human Resources Director (Revenue)

- Items G1-G3 were all continued matters and were originally included because the underlying programs which supported these exemptions initially were eliminated or changed subsequent to their approval by position description clarification. The clarifications were significant enough to call into question their continued eligibility for exemption. Items G1 and G2 are positions at the Department of Corrections that were originally exempted based on the Meritorious Good Time prisoner early release program. That program was disbanded but the exemptions continued. After researching this matter, the end result is that these positions still retain principal policy responsibility for agency activities that were the program's essence – earned good time and sentence credit and electronic detention of prisoners. Since the program exists, but no longer in formal name, and is the responsibility of these positions, the Staff recommendation was to deny the rescission of these items.

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO DENY THE RESCISSION OF 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

G1: Chief Public Safety Officer (Corrections)

G2: Public Safety Officer Liaison (Corrections)

- Item G3 is a position at the Department of Revenue that was originally exempted as the head of the Local Government Services bureau in 2004. By clarification it was changed to the head of the Customer Service Bureau which is what prompted it being included. The agency then reclarified the position description back to Local Government Services so the Staff recommendation was to deny the rescission of this item.

IT WAS MOVED BY COMMISSIONER SCHROEDER, SECONDED BY COMMISSIONER KREY, AND THE MOTION ADOPTED 5-0 TO DENY THE RESCISSION OF 4D(3) EXEMPTION FOR THE FOLLOWING POSITION:

G3: Customer Service (Revenue)

- Item G12 is a Citizen Response position at the Environmental Protection Agency and has been vacant for almost three years. Staff recommendation was to continue this item to the May 20, 2016 meeting.

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO CONTINUE TO MAY 20, 2016 THE PROPOSED 4D(3) EXEMPTION RESCISSION FOR THE FOLLOWING POSITION:

G12: Citizen Response (Environmental Protection Agency)

- Item G13 is the State Historian/Manager at the Illinois Historic Preservation Agency (IHPA) and has been vacant for four and a half years. It has been on four previous agendas for this reason. It is noteworthy that there remains pending legislation that would materially affect the operational status of the IHPA.

Garth Madison indicated that he was formerly the General Counsel for the IHPA and has recently been appointed as the Acting Executive Director. As to this position, he indicated it is statutorily important and already qualifies for a principal policy exemption. The exemption history pre-dates him but he noted that the agency has made attempts to fill the position, notably in 2014. The IHPA was unable to fill it at that time due to the lack of qualified candidates. This position has very particular qualifications, requiring both a substantive historian background as well as significant administrative knowledge. Garth Madison also noted that the Administration is presently searching for a new Director of the Abraham Lincoln Presidential Library and Museum (ALPLM) and that position needs to be filled first as it is appropriate for it to have input as to the new State Historian. Commissioner Cummings inquired if the position was funded for this year, and Garth Madison indicated it was.

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO CONTINUE TO MAY 20, 2016 THE PROPOSED 4D(3) EXEMPTION RESCISSION FOR THE FOLLOWING POSITION:

**G13: State Historian/Manager ALPLM Research and Collections
(Historic Preservation Agency)**

- Item G16 is the Director of the Bureau of Pharmacy and Clinical Support at the Department of Human Services (DHS) and has been vacant for three and a half years.

Khari Hunt indicated that this position also requires a specific set of both substantive pharmaceutical skills as well as administrative capabilities. Candidates with these qualities can command a higher salary in the open market than DHS is capable of providing. The agency is going to recruit for this position in pharmacy trade organizations and pharmacy schools. Scott Viniard added that DHS in general has difficulty filling regular pharmacist positions.

Chairman Bates opined that both this position as well as the State Historian position has been vacant for too long. Scott Viniard noted that the function has not gone unmanned as the prior incumbent has been retained on a personal service contract. Melissa Wright admitted that doing so has made the agency complacent and it will now step up efforts to fill this position.

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO CONTINUE TO MAY 20, 2016 THE PROPOSED 4D(3) EXEMPTION RESCISSION FOR THE FOLLOWING POSITION:

G16: Director, Bureau of Pharmacy & Clinical Support (Human Services)

- Item G18 is a Legislative Liaison position at the Department of Revenue (DOR). It was included for proposed rescission due to it being vacant and the agency having a large number of exempt positions in its legislative office. With the legislative guidance as to

the duties that qualify a position as a legislative liaison, Staff is monitoring agency exempt positions to ensure they meet the criteria. Staff had suggested to the agency that they should take this opportunity to review the organization and duties of the positions in the legislative office to ensure the exempt positions are all performing qualifying legislative liaison duties. The agency has agreed to do so but is seeking a continuance of this proposed rescission while it performs its review. Staff has no objection to this but cautions the agency that it should refrain from filling this position until its review is complete.

Julie Moscardelli, Administrative and Regulatory Shared Services Center, indicated that the agency was in agreement with this representation.

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER KREY, AND THE MOTION ADOPTED 5-0 TO CONTINUE TO MAY 20, 2016 THE PROPOSED 4D(3) EXEMPTION RESCISSION FOR THE FOLLOWING POSITION:

G18: Legislative Liaison (Revenue)

The following 4d(3) exemption rescissions were denied on November 20, 2015:

Item	Position Number	Agency	Functional Title
G1	40070-29-00-200-00-01	Corrections	Chief Public Safety Officer
G2	40070-29-00-000-01-03	Corrections	Public Safety Officer Liaison
G3	40070-25-83-000-00-01	Revenue	Customer Service
G10	40070-37-80-300-00-01	Central Mgmt. Services	IOCI Media Administrator-Publications
G11	40070-37-80-400-00-01	Central Mgmt. Services	IOCI Media Administrator-Visual Media

The following 4d(3) exemptions were rescinded on November 20, 2015:

Item	Position Number	Agency	Functional Title
G4	40070-37-01-000-40-01	Central Mgmt. Services	Statewide Print Manager
G5	40070-37-10-000-40-01	Central Mgmt. Services	BCCS, Agency Relations Mgr.
G6	40070-37-80-100-00-01	Central Mgmt. Services	IOCI Media Admin. Manager
G7	40070-37-80-100-01-05	Central Mgmt. Services	IOCI Media Admin.-DCEO
G8	40070-37-80-100-01-12	Central Mgmt. Services	IOCI Media Admin.-DNR
G9	40070-37-80-100-01-20	Central Mgmt. Services	IOCI Media Admin.-EPA
G14	40070-10-00-000-12-29	Human Services	Director, Governor's Office of New Americans
G15	40070-10-12-100-10-29	Human Services	Immigrant Welcoming Center
G17	37015-20-03-030-00-01	Public Health	Legislative Liaison
G19	40070-25-45-000-00-01	Revenue	Human Resources Director

The following proposed 4d(3) exemption rescissions were continued to May 20, 2016, on November 20, 2015:

Item	Position Number	Agency	Functional Title
G12	40070-46-00-200-00-03	Environmental Protection Agency	Citizen Response
G13	40070-48-52-000-00-01	Historic Preservation	State Historian/Mgr. ALPLM Research and Collections
G16	40070-10-89-200-00-01	Human Services	Director, Bureau of Pharmacy & Clinical Support
G18	37015-25-04-000-02-01	Revenue	Legislative Liaison

VI. CLASS SPECIFICATIONS

A. Governing Rule – Section 1.45 Classification Plan

The Commission will review the class specifications requiring Commission approval under the Classification Plan and will approve those that meet the requirements of the Personnel Code and Personnel Rules and conform to the following accepted principles of position classification:

- a) The specifications are descriptive of the work being done or that will be done;
- b) Identifiable differentials are set forth among classes that are sufficiently significant to permit the assignment of individual positions to the appropriate class;
- c) Reasonable career promotional opportunities are provided;
- d) The specifications provide a reasonable and valid basis for selection screening by merit examinations;
- e) All requirements of the positions are consistent with classes similar in difficulty, complexity and nature of work.

B. None submitted

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER SCHROEDER, AND THE MOTION ADOPTED 5-0 TO DISAPPROVE ANY CLASS SPECIFICATIONS RECEIVED BY THE COMMISSION STAFF NOT CONTAINED IN THIS AGENDA TO ALLOW ADEQUATE STUDY.

VII. PERSONNEL RULES

A. Civil Service Commission Governing Rule – Section 1.310 Personnel Rules

The Commission has power to disapprove new rules or amendments to existing rules submitted by the Director of Central Management Services. Such proposed new rules or amendments of existing rules submitted to the Commission shall be accompanied by a report of proceedings attending the prior public hearing required by law with respect to them. If the Commission does not disapprove new rules or any amendment to existing rules within 30 days following the receipt from the Director of Central Management Services, the new rules or amendments have the force and effect of law after filing by the Director with the Secretary of State.

B. None submitted

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND THE MOTION ADOPTED 5-0 TO DISAPPROVE ANY AMENDMENTS TO PERSONNEL RULES RECEIVED BY THE COMMISSION STAFF BUT NOT CONTAINED IN THIS AGENDA TO ALLOW ADEQUATE STUDY.

VIII. MOTION TO CLOSE A PORTION OF THE MEETING

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER URLACHER, AND BY ROLL CALL VOTE THE MOTION ADOPTED 5-0 TO CLOSE A PORTION OF THE MEETING PURSUANT TO SUBSECTIONS 2(c)(1), 2(c)(4), AND 2(c)(11) OF THE OPEN MEETINGS ACT.

BATES	YES	CUMMINGS	YES
KREY	YES	SCHROEDER	YES
URLACHER	YES		

November 20, 2015

IX. RECONVENE THE OPEN MEETING

Upon due and proper notice the regular open meeting of the Illinois Civil Service Commission was reconvened at 160 North LaSalle Street, Suite S-901, Chicago, Illinois at 11:50 a.m.

PRESENT

Fredrick H. Bates, Chairman; Anita M. Cummings, Susan Moylan Krey, William A. Schroeder (by telephone), and Casey Urlacher, Commissioners; Daniel Stralka, Executive Director; and Andrew Barris, Assistant Executive Director.

Commissioner William Schroeder authorized Executive Director Daniel Stralka to sign his name on the signature sheets for the appeals under discussion this month.

X. NON-MERIT APPOINTMENT REPORT

Set forth below is the number of consecutive non-merit appointments made by each department as reported by Central Management Services:

Agency	9/30/15	10/31/15	10/31/14
Agriculture	6	4	1
Arts Council	1	0	0
Central Management Services	3	2	0
Children and Family Services	1	1	2
Employment Security	1	0	0
Healthcare and Family Services	4	3	0
Historic Preservation Agency	3	2	0
Human Services	12	12	4
Insurance	1	0	0
Natural Resources	40	9	10
Public Health	1	0	0
Revenue	6	1	0
State Retirement Systems	3	3	0
Transportation	2	3	0
Workers' Compensation Commission	2	3	1
Totals	86	43	18

XI. PUBLICLY ANNOUNCED DECISIONS RESULTING FROM APPEALS

DA-4-15

Employee	Janis J. Hand	Appeal Date	07/07/14
Agency	Human Services	Decision Date	11/06/15
Appeal Type	Discharge	Proposal for Decision	Discharge upheld.
ALJ	Andrew Barris		

IT WAS MOVED BY COMMISSIONER SCHROEDER, SECONDED BY COMMISSIONER URLACHER, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE FINDINGS OF FACT OF SAID PROPOSAL AND PARTIALLY AFFIRM AND ADOPT THE CONCLUSIONS OF LAW OF SAID PROPOSAL WHILE MODIFYING THE RECOMMENDATION THAT DISCHARGE IS THE APPROPRIATE LEVEL OF DISCIPLINE TO BE IMPOSED. THE PARTIALLY PROVEN CHARGES WARRANT A 90-DAY SUSPENSION PLUS THE DURATION OF THE SUSPENSION PENDING DISCHARGE IN CONSIDERATION OF HAND'S ALMOST 24 YEARS OF CONTINUOUS SERVICE AND THE FACT THAT THE PROVEN CHARGES REFLECTED MINIMAL UNINTENTIONAL MISTAKES IN WHICH THERE WAS NO EVIDENCE OF HARM CAUSED TO OTHERS.

BATES YES CUMMINGS YES
 KREY YES SCHROEDER YES
 URLACHER YES

DA-42-15

Employee	Theresa M. Bisluk	Appeal Date	04/08/15
Agency	Revenue	Decision Date	11/05/15
Appeal Type	Discharge	Proposal for Decision	25-day suspension in lieu of discharge.
ALJ	Andrew Barris		

IT WAS MOVED BY COMMISSIONER SCHROEDER, WITH NO SECOND, FOR A 10-DAY SUSPENSION IN LIEU OF DISCHARGE. THE MOTION FAILED.

IT WAS MOVED BY COMMISSIONER URLACHER, SECONDED BY COMMISSIONER KREY, AND BY ROLL CALL VOTE OF 4-1 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE THAT THE PARTIALLY PROVEN CHARGES WARRANT A 25-DAY SUSPENSION FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION DATED NOVEMBER 5, 2015.

BATES YES CUMMINGS YES
 KREY YES SCHROEDER NO
 URLACHER YES

DA-47-15

Employee	Nicole D. King	Appeal Date	05/26/15
Agency	Human Services	Decision Date	10/22/15
Appeal Type	Discharge	Proposal for Decision	Discharge upheld.
ALJ	Andrew Barris		

IT WAS MOVED BY COMMISSIONER URLACHER, SECONDED BY COMMISSIONER SCHROEDER, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE TO UPHOLD THE DISCHARGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION DATED OCTOBER 22, 2015.

**BATES YES CUMMINGS YES
 KREY YES SCHROEDER YES
 URLACHER YES**

XII. APPEALS TERMINATED WITHOUT DECISION ON THE MERITS

DA-16-16

Employee	Lisa Simmons	Appeal Date	09/24/15
Agency	Human Services	Decision Date	10/14/15
Appeal Type	Discharge	Proposal for Decision	Dismissed; withdrawn.
ALJ	Andrew Barris		

S-19-16

Employee	Jason Clark	Appeal Date	10/13/15
Agency	Corrections	Decision Date	10/20/15
Appeal Type	Suspension	Proposal for Decision	Dismissed; withdrawn.
ALJ	Daniel Stralka		

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER URLACHER, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSALS FOR DECISION OF THE ADMINISTRATIVE LAW JUDGES TO DISMISS THE APPEALS.

**BATES YES CUMMINGS YES
 KREY YES SCHROEDER YES
 URLACHER YES**

November 20, 2015

XIII. CHAIRMAN REPORT

Chairman Bates announced that he has been appointed as a Circuit Court Judge effective December 14, 2015. He will be resigning as Chairman and Commissioner effective December 11, 2015. He added that the appointment came as a surprise to him and that it has been an honor to serve as Chairman of the Commission. All the Commissioners joined in congratulating Chairman Bates on his judicial appointment.

XIV. STAFF REPORT

Executive Director Daniel Stralka reported:

- The SECA campaign has now concluded. He thanked all who contributed on behalf of the Commission.
- The field work for the fiscal year 2014 and fiscal year 2015 audit report is now complete. He anticipated that there will be two material findings, both related to the absence of a fiscal officer for most of the audit period. Neither finding indicated any lost or misappropriated funds.

Chairman Bates thanked Executive Director Stralka for his work with the auditors.

- The first request for the fiscal year 2017 budget proposals has been received by the Commission. The Governor's Office is seeking four different scenarios with the most generous being a maintenance budget.

Chairman Bates indicated that he directed Executive Director Stralka to submit only budget scenarios that are realistic.

XV. ANNOUNCEMENT OF NEXT MEETING

Announcement was made of the next regular open meeting to be held on Friday, December 18, 2015 at 11:00 a.m. in the Commission's Chicago office.

XVI. MOTION TO ADJOURN

IT WAS MOVED BY COMMISSIONER URLACHER, SECONDED BY COMMISSIONER SCHROEDER, AND THE MOTION ADOPTED 5-0 TO ADJOURN THE MEETING AT 12:00 P.M.